



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

January 19, 2007

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of January 18, 2007. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, disciplinary actions have been taken against 510 KDMC employees. Of this number, 255 actions have been discharges or resignations. A total of 58 disciplinary actions have been taken against physicians and 41 physicians have been discharged or resigned.

Since our last report, one case has been closed and two additional cases have been opened. As a result, KDMC's open caseload is currently 39 (detailed summary information is contained in Attachments I and II).

Neither of the two new cases involves a physician. One of the new cases involves a nurse. The nursing case relates to alleged lack of patient care and lack of medical record documentation.

RECRUITMENTS

Registered Nurse recruitment activities will be targeted to attract Emergency Room and Intensive Care Unit nurses during the first quarter of 2007, as MLK-Harbor continues its transition into the MetroCare service delivery model. Hiring of Nursing Attendant I's continues to be a priority in an effort to reduce utilization of registry personnel.

To Enrich Lives Through Effective and Caring Service

Each Supervisor
January 19, 2007
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If you have any questions, please call me.

MJH:STS
SBH:tb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
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H:KDMCSTATUS REPORT FINAL 011907

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 01/18/07

Dated: 1/18/2007

Closed Cases -	948
Open Cases -	39
Referred Cases -	14
Grand Total =	1001

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	6	32	0	35	83
Discharges of Probationers	0	8	8	1	13	30
Suspensions (6 - 30 Days)	4	12	53	6	40	115
Suspensions (1 - 5 Days)	11	10	27	2	24	74
Reprimands	7	5	25	2	15	54
Warnings	1	2	1	3	5	12
Resignations in Lieu of Administrative Action	20	9	31	6	11	77
Release of Temporary Employee	15	1	39	0	9	64
Medical Release	0	0	0	0	1	1
Subtotal	68	53	216	20	153	510

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	25	12	41	43	34	155
Total Actions Taken	93	65	257	63	187	665

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 01/18/07

Dated: 1/18/2007

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	18	1	1	20
Release of Temporary Employee	15	0	0	15
Medical Release	0	0	0	0
Subtotal	58	9	1	68

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	23	1	1	25
Total Actions Taken	81	10	2	93